

JustChildren Program Attorney

About LAJC

The Legal Aid Justice Center is a nationally recognized, non-profit organization that partners with communities and clients to achieve justice by dismantling the systems that create and perpetuate poverty. Justice means racial justice, economic justice, and social justice.

From its offices in Charlottesville, Richmond, Petersburg, and Falls Church, LAJC is a fierce advocate for low-income clients and communities in Central and Northern Virginia, and its work broadly impacts the entire state. Just in the past year, our team of attorneys and organizers won a class-wide injunction ordering healthcare reforms in a women's prison, secured a national settlement providing new avenues for relief to over 400 traumatized asylum-seekers whose children were taken from them at the border, worked successfully in partnership with community leaders to demand police accountability, and won major legislative reforms regulating school policing.

Founded in 1967, LAJC provides services under four key program areas: Civil Rights & Racial Justice, Economic Justice, JustChildren, and Immigrant Advocacy. LAJC boldly tackles issues of systemic injustice and aims to raise public and policymaker awareness of some of the most pressing challenges facing low-income Virginia residents.

About the Position

LAJC seeks a full-time, experienced attorney for its JustChildren Program. Working as part of a team of attorneys, community organizers, and policy experts, the attorney will use legal and policy advocacy to support grassroots campaigns aimed at advancing equity in education, demanding a fair and restorative youth justice system, dismantling structural racism, and building communities where all children can thrive. The attorney will:

- Provide advice and counsel to individuals and community groups on education, youth justice, and children's services issues
- When appropriate, support impact litigation in state and federal court
- Advocate for legislation, regulations, and policies that support young people, especially youth of color, those from low-wealth communities, and students with disabilities
- Partner with community organizers and grassroots leaders to develop and implement systems change initiatives
- Participate in various work groups, advisory groups, coalitions, etc., and attend community events
- Produce publications, including reports, issue briefs, fact sheets, op-eds, and blog posts
- Draft press releases, organize press conferences, and respond to media inquiries
- Utilize LAJC's social media and action alert software

Required Qualifications

- Virginia Bar licensure, ability to waive into Virginia Bar, or willing to sit for Bar exam
- Two years of relevant experience
- Professional or lived experience advocating in low-wealth communities
- Outstanding oral advocacy, research, writing, organizational, and leadership skills
- Ability to work effectively both independently and collaboratively
- Willingness to travel statewide occasionally
- Ability to work and communicate effectively across lines of identity
- Strong commitment to racial justice

Preferred Qualifications

- At least four years of relevant experience
- Familiarity with Virginia and/or federal court practice
- Experience with impact advocacy, including class action litigation
- Experience with community lawyering and/or experience with youth organizing
- Familiarity with JustChildren’s core practice areas, including education, youth justice, and children’s mental health
- Experience with coalition building
- Comfort with technology and social media
- Experience with using data in impact campaigns

Location

Charlottesville, Falls Church, or Richmond

Note: LAJC is currently working remotely, and we are eager to provide a welcoming virtual environment for all who apply. We will provide flexibility for the applicant hired for this position to work remotely for at least the first six months after their start date.

Start Date

September 2020, with some flexibility

Salary

Salary range is \$55,000 to \$77,000 based on years of relevant experience and LAJC’s formal salary scale.

Benefits

- Generous leave
- Excellent family health insurance
- Loan repayment assistance
- 403(b) pension plan

Application Instructions

Email a cover letter, resume, three references, and a writing sample to Rachael Deane, Legal Director of LAJC’s JustChildren Program, at hire@justice4all.org. The cover letter should highlight experience in building campaigns, including relevant litigation experience. The cover letter should also highlight any specialized skills, such as language fluency, data analysis, or technology skills.

The position will be open until filled, but application review will begin on July 31, 2020. *Note: This is a reposting. Previous applicants for this position will be considered and do not need to reapply.* Questions? Contact Rachael Deane, JustChildren Legal Director, at rachael@justice4all.org.

The Legal Aid Justice Center is an equal opportunity employer, committed to inclusive hiring and dedicated to diversity in our work and staff. We strongly encourage candidates of all identities, experiences, and communities to apply. The Legal Aid Justice Center is committed to strengthening the voices of our low-income clients, working in collaboration with community partners, and rooting out the inequities that keep people in poverty. We strive to take on the issues that have broad impact on our client communities and to be responsive to client input. Recognizing the particular impact of racism on our clients and staff, we devote special attention to dismantling racial injustice. All applicants must be dedicated to working in and sustaining an environment that enables staff and clients to feel empowered, valued, respected, and safe. In reviewing applications, we look for evidence that applicants have experience and/or thoughtfulness in working with traditionally marginalized populations.